

JOB CORPS

PARTNERSHIPS THAT WORK

Dallas Region

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Shreveport Job Corps' Academic Olympic Team Brings It All Home!

Martina McCray, Antoinette Scroggins, Adam King, Tamario Jones, and Derick Dupree, members of the Shreveport Job Corps' Academic Olympic Team won the Team Finals, the Challenge Cup, and two Individual Finals at the 2002 Academic Olympic Competition sponsored by the Dallas Region in San Antonio, Texas, November 18-22, 2002.

The event is held each fall to showcase the academic talent of the 15 Job Corps centers in the Dallas Region. The region is comprised of centers from Arkansas, Louisiana, New Mexico, Oklahoma, and Texas. A team of five students who compete in Language Arts, Social Studies, Science, Math, and Oratory represents each center. The four and one-half day competition begins with a preliminary team competition. The Shreveport team not only won the preliminary round, which qualified them for team

and individual finals, but they set record-qualifying scores for the second consecutive year. The competition's top awards had been rotating between Gary Job Corps in San Marcos, Texas, and Talking Leaves Job Corps in Tahlequah, Oklahoma until last year when Shreveport won its first competition. This year, to prove that they were true champions, they won the distinguished Challenge Cup. The Challenge Cup is awarded to the

center that wins the most points in the six events.

Martina McCray, Team Captain, won first place in Language Arts and Adam King won first place in Science. They each received \$1500 in scholarships. Other winners included Antoinette Scroggins, second place in Social Studies, Tamario Jones, third place in Mathematics, and Derick Dupree, third place in Oratory. Each of these students received \$500 in scholarships.

Shreveport Job Corps is very proud of its team. To welcome them back, the team was escorted from the Louisiana state line back to the center by the Shreveport Police Department. They were greeted with a welcome home party and a huge pep rally given by the students, staff, and the Community Relations Council.

Congratulations to Mrs. Charlotte McGowan, Center Director, and the Shreveport Job Corps Center!



Shreveport Academic Olympic Team

Front row, l to r: Doris Jones (instructor), Antoinette Scroggins (student), Amanda Belladares (student), Martina McCray (student), and Tamario Jones (student). Back row, l to r: Raymond Green (instructor), Adam King (student), Derick Dupree (student), Charlotte McGowan (Center Director), and Murielle Bell (instructor).

Job Corps Special Edition!

Recurring features do not appear in this issue due to space limitations. Previously submitted articles and regular features will return in subsequent issues. Please continue to submit your information to: Arla de Hoyos, Regional CDSS Administrative Assistant, 922 South Alamo, San Antonio, Texas 78205, phone 210.226.2827, fax 210.226.6827, or email rla@cuttingedgesa.com by Friday, February 28, 2003.



Employment and
Training Administration

JOB CORPS News

A Message from the Regional Director

It is with great sadness that I must report to you that our friend Allan Kaufman passed away on New Years Eve following a long battle with cancer. Allan has been an invaluable member of the Dallas Region's extended Job Corps family for the past five years. During those years, he continually provided us with insights and with a perspective that have helped us improve the services we provide to our students and be more responsive to the needs of employers in our communities. From recruitment, to retention, to post-center services, Allan always challenged us with fresh new ideas. He had great respect for the work we do in Job Corps, but he also had an inspiring vision of what we could become and he worked tirelessly to help us see, and make real, the future he saw for us.

As a tribute to his insight, I would like to share with you the fifteen predictions he made about the Job Corps program the first time he spoke with us in December of 1997. While all of his predictions have not come to pass, I am amazed by how many of them have, in fact, become our reality today. Keep in mind that these predictions were made before implementation of the Workforce Investment Act and before anyone had even thought about CDSS.

Excerpted from

A Strategy for Job Corps' Future
Presented by Allan Martin Kaufman
To the Dallas Regional
Job Corps Conference
December 9, 1997

How about if I start with some predictions about what we can expect by the year 2002?

Prediction number one: the Job Corps will be almost completely employer-driven rather than curriculum-driven.

Prediction number two: the concept of a continuum of services, which is the theme of this meeting, will prove successful beyond anybody's wildest dream.

Prediction number three: the words 'continuum of services' will take on meanings few of you expect them to mean. Meanings even the Job Corps leadership hasn't anticipated.



In Memory of Allan Kaufman

Prediction number four: Job Corps is going to lose its distinction of being the best-kept secret in America.

Prediction number five: the three groups most influential in setting Job Corps policy will be people who are not assembled in this room today. They are the employers of the country, the alumni of the Job Corps itself, and the mainstream media.

Prediction number six: the Job Corps will stop being viewed as a last resort for losers. Instead, it will be viewed as a viable option in the future of every young person who enters high school.

Prediction number seven: you may not like this one, but your responsibilities will expand to include being there for Job Corps graduates for as long as they need you – maybe as long as they live. If you know the old Chinese Proverb about the person who saves a life being responsible for that life forever, then this news won't surprise you.

Prediction number eight: Job Corps membership is going to give birth to a lifelong fraternity. Membership in the Alumni Association will become close to mandatory and those who don't sign up, who drop out, or get lost, will always have a place in it, always be welcome, and always be eligible for help. Job Corps administrators and staff will find actionable ways to strengthen and maintain their links to the Association, to help provide guidance and assistance to Job Corps Veterans.

Prediction number nine: Job Corps Alumni, encouraged and inspired by the Job Corps staff, will create a variety of new and expanded support instruments for Job Corps graduates and veterans. Job Corps training will incorporate the concept of lifelong responsibility to fellow Corps members. The Corps will provide the impetus for a lifelong support network for its graduates and staff. Both graduates and staff represent elite groups in our society. Together, they multiply each other's strength and capabilities.

Prediction number ten: there are going to be tens of thousands more Job Corps applicants to choose from. That is going to change a lot of things. Besides providing you with more work in the selection process, it will, if that selection process is half as good as I've heard, confront you with a cadre of students less likely to drop out of the program and more likely to make it through. It will also provide you with a waiting list – plus inevitable pressure from social organizations, business, the press, and the Congress to expand your program.

Prediction number eleven: you are going to start evaluating jobs, not just on availability, but also on the basis of what they pay and how much chance of advancement they offer. That will mean discouraging applicants from studying for dead-end and minimum wage jobs. It will also mean fine-tuning and even retooling significant parts of the curriculum so as to give Job Corps graduates more of a running start.

Prediction number twelve: the percentage of young women applicants will increase dramatically until it equals or out distances the percentage of young men. This will result from several different things – including advertising that makes plain that being a mother (single or married) is no bar to joining the Job Corps.

Prediction number thirteen: the Job Corps is going to be an integral part of mainstream culture. That means it will be the subject of (or mentioned in) series television shows, rap music, magazines, books, radio, and TV talk shows. It will also be the subject of manufacturer-placed

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advertising inserts in products like Nike sneakers, Coca-Cola, and Levis jeans.

Prediction number fourteen: the Job Corps will learn to love the spotlight and, in the course of spreading its influence to more and more potential business employers, will become more businesslike itself. It will, for example, have the good sense to take multiple listings in the phone book so that people like me will be able to look up Job Corps wherever they happen to be and find it. (It never occurred to me, sitting at home in Scottsdale, Arizona, to look for Job Corps under P for Phoenix. Silly me, I looked for it under J for Job Corps.)

Prediction number fifteen: all the predictions I have made so far will come true as well as any other predictions I make before I finish talking and resume my seat.

What makes me so sure of this? Well I know only one way to be sure of the future – and that is to create it. The way the Job Corps, itself, was created. The future arrives only when you will it into being.

I believe the role Allan Kaufman played for the Dallas Region is an important one. We need feedback from someone who understands our program but is not a part of it. We need that mirror, that sense of perspective, in order to keep from becoming too introspective and out of touch with the world around us. I have, therefore, asked Dean Christopher to take over Allan's column in this newsletter. Dean and Allan have similar backgrounds. They both come from the marketing field. They are both excellent writers and astute observers of life. In fact, Dean is the person who introduced me to Allan. You may already know Dean from his previous work with the Dallas Region. He has produced most of our Regional advertising and, more recently, has produced and directed the video programs related to our Academic Olympics.

The Dallas Region will miss Allan Kaufman and the column he wrote for our newsletter, but we are encouraged to know that his column is now in the capable hands of Dean Christopher.

Congratulations to All the 2002 Academic Olympic Winners!

Overall Team Competition:

- 1st Place: Shreveport Job Corps
- 2nd Place: Little Rock Job Corps & Treasure Lake Job Corps
- 4th Place: Talking Leaves Job Corps
- 5th Place: Cass Job Corps

Language Arts:

- 1st Place: Martina McCray – Shreveport Job Corps
- 2nd Place: Destiny Arnell – Little Rock Job Corps
- 3rd Place: Judith Garcia – Laredo Job Corps
- 4th Place: Lynnette Henry – Talking Leaves Job Corps
- 5th Place: Bridget Davis – New Orleans Job Corps

Social Studies:

- 1st Place: David Culbert – Little Rock Job Corps
- 2nd Place: Antoinette Scroggins – Shreveport Job Corps
- 3rd Place: Chris Harrison – Treasure Lake Job Corps
- 4th Place: Kiki Fornero – Talking Leaves Job Corps
- 5th Place: Mamie Woodworth – Cass Job Corps

Math:

- 1st Place: Elaine Hillis – Albuquerque Job Corps
- 2nd Place: David Lawson – Cass Job Corps
- 3rd Place: Sarah Walkins – Guthrie Job Corps
- 4th Place: Tamario Jones – Shreveport Job Corps
- 5th Place: Calvin Scott – Treasure Lake Job Corps

Science:

- 1st Place: Adam King – Shreveport Job Corps
- 2nd Place: Tameka Wright – Guthrie Job Corps
- 3rd Place: Chrystle Davis – Gary Job Corps
- 4th Place: Chris Early – Little Rock Job Corps
- 5th Place: Jayson Gangone – Albuquerque Job Corps

Oratory:

- 1st Place: Mercedes Garcia – David L. Carrasco Job Corps
- 2nd Place: Angel Bicente Ruelas – Albuquerque Job Corps
- 3rd Place: Derick Dupree – Shreveport Job Corps
- 4th Place: Jade Runyons – Treasure Lake Job Corps
- 5th Place: Ivory Smith – New Orleans Job Corps



December Regional Social Development Conference: “Making the Connection”

“We are in the business of changing lives,” stated José de Olivares, Regional Director. With this statement, human resources and counseling staff, as well as recreation, residential, and SGA managers, were on their way to “Making the Connection.”

Mr. de Olivares set the tone for this conference by reminding participants that “employability” was the ability to be employed and that social skills, plus academic skills, plus vocational skills (in that order) equaled employability. He discussed the need for change, emphasized employers’ expectations, and reviewed the set of social skills each student must master to be employable. In review, employers’ expectations encompass the following: showing up on time, ready for work; taking instructions and following directions; getting along with co-workers and customers; reading and writing; and knowing something about the business. Additionally, Mr. de Olivares stressed that it is very important that students learn social skills first, because without them academic (G.E.D. or high school diploma) and vocational (trade) skills are of little value.

The following messages were emphasized during the conference:

1. Assigning Students to First Choice Trade. Center Directors must take immediate steps to ensure students are assigned to their first trade preference. It is the center’s responsibility to review and analyze present offerings that create a backlog on particular trades. Students are entitled to enter their first choice trade as articulated in their PCDP. “If you went to college to major in psychology,” stated Mr. de Olivares, “you would not be happy to find yourself enrolled in accounting instead.”

2. Simplified Incentives. This involves the creation of one platinum or gold incentive card to replace current levels of incentives. Current incentive levels tend to create confusion among students and are often perceived as “dis-incentives.”

3. Probationary Programs. Our present system of placing a student on “probationary” status does not address the issue of students taking responsibility for their actions. The student is merely instructed to “not do it again.” Creating a probationary program requires a center to set up a system that takes away the student’s privilege to make decisions on his or her own. By strictly monitoring the student’s every action, the center is communicating to the student, “You have demonstrated through your behavior that you cannot make good decisions, so we are going to make decisions for you until you can demonstrate to us that you can make good decisions for yourself.”

4. Emphasis on Employability Skills During Career Preparation Period (CPP). There are a total of 45 social skills that must be covered during the students’ first 8 weeks on center. These social skills deal with communication, managing emotions, relationships, critical thinking, responsibility, and independent living. Students must demonstrate a commitment to learning and using these skills before they are eligible to move on to CDP.

5. Staff Accountability and Behavior Management. All center staff must be held accountable for performance and behavior management. The need for discipline should be addressed immediately by the staff person witnessing the infraction; i.e. the instructor during class.

6. Modeling of Social Skills. The old adage of teaching by example applies here! It is imperative that staff behavior (i.e. dress, communication, interaction, etc.) mirror the desired social skills currently expected of the students. Reinforcement of positive behavior is everyone’s job.

7. Career Counseling. Counseling for student development is critical. Counselors are responsible for personal counseling, as well as career counseling. The majority of counselors have been assigned to students based on trades and vocations. It is expected that this assignment will help counselors learn more about labor market information and employability issues regarding their specific trade assignment. Counselors are also encouraged to display labor market information in their offices.

8. Human Resources as Part of CDSS. All centers must recognize and utilize their human resources staff to support CDSS. Human resources staff should be part of the CDSS team on center and not be seen as outside of the loop. It is recommended that human resource staff become familiar with the role and responsibility of all center staff under CDSS.

Judging from participants’ comments, the conference was very beneficial. A residential manager stated, “I never realized how important my job is to helping our students develop those life/job/career skills to help them succeed. This conference [“Making the Connection”] gave me solid ways of doing this.”

We hope that this summary reinforces conference topics, and motivates all staff to implement these strategies in the coming year.